



HOLIDAY PROVISIONS

FOR

METAL ROOFING SYSTEMS INSTALLER

IN

SISKIYOU COUNTY

2007-2012 CEA/CARPENTERS MASTER LABOR AGREEMENT**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding entered into this 29 day of May, 2007, extends the current Master Labor Agreement between the Construction Employers' Association (CEA) and the Carpenters 46 Northern California Counties Conference Board through June 30, 2012 and provides the following modifications to the 2003-2008 CEA/Carpenters Master Labor Agreement:

I. Term of Agreement:

Agreement shall be effective July 1, 2007 through June 30, 2012.

II. Wage and fringe benefit increases are as follows:**A. Area 1 (Counties of Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma):**

July 1, 2007 - \$2.25

\$1.00 - Wages
\$1.00 - H&W
\$.20 - Pension
\$.05 - Vacation

For extended employers, waive \$.50 previously allocated to Building Industry Trust.

For employers who do not extend Agreement through June 30, 2012, \$.50 previously allocated to Building Industry Trust shall be re-allocated as follows:

\$.25 - H&W
\$.25 - Apprenticeship

July 1, 2008 - \$2.80*
July 1, 2009 - \$2.90*
July 1, 2010 - \$3.10*
July 1, 2011 - \$3.70* **

* Total package increases include \$.50 per year pre-allocated to Health & Welfare, \$.50 per year pre-allocated to Pension, \$.05 per year pre-allocated to apprenticeship, and \$.05 per year pre-allocated to Vacation. The Union reserves the right to reallocate.

** Includes "Incentive" Memorandum of Understanding expressly and permanently waiving \$.50, effective July 1, 2011 for employers who extend a future new Agreement.

B. Area 2 (Counties of Monterey, San Benito and Santa Cruz):

July 1, 2007 - \$2.25

\$1.00 - Wages
\$1.00 - H&W

a shift begins, after ten (10) hours, and on Saturdays, Sundays and holidays. After twelve (12) hours, double time shall be paid. In the event two (2) shifts are employed, nine and one-half (9-1/2) consecutive hours' work, (on the 2nd shift) exclusive of meal period, shall constitute a shift's work for which ten (10) hours shall be paid. Provided, further, all shifts are worked the same four (4) consecutive days during a 4 x 10 work week, except as may be changed by mutual agreement. All hours in excess of forty (40) hours in any one (1) week shall be compensated at the applicable overtime rate.

On Residential projects as described in Appendix C, "Residential Addendum" the work week shall remain as contained therein."

IX. Section 25 (Holidays) – Modify as follows:

The following are nationally recognized holidays covered by this Agreement: New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, and Christmas Day. If any of the above holidays fall on Saturday, the preceding Friday shall be observed as the holiday. If any of the above holidays fall on Sunday, the Monday following shall be observed as the holiday.

The parties have agreed that the following four (4) days of each year will be selected by the Union as designated off/holidays:

2007: Friday, May 25th; Friday, August, 31st; Monday, December 24th; Monday, December 31st

2008: Friday, February 15th; Friday, May 23rd; Friday, August 29th; Friday, December 26th

2009: Friday, January 2nd; Friday, February 13th; Friday, May 22nd; Friday, September 4th

2010: Friday, February 12th; Friday, May 28th; Friday, July 2nd; Friday, September 3rd

2011: Friday, February 18th; Friday, May 27th; Friday, July 1st; Friday, September 2nd

2012: Friday, May 25th; Friday, August 31st; Monday, December 24th; Monday, December 31st

The four designated off/collectively bargained holidays shall be governed by Section 26 "Overtime."

X. Section 28 (Tools) – Modify as follows:

The maximum reimbursement for loss of tools shall be changed from \$500 to \$750.

XI. Section 31 (Payment of Wages) – Modify second paragraph as follows:

Each individual employer shall provide with each payroll check an itemized check stub showing separately the date of issuance, each contribution and deduction made from the payroll period covered by the check or a separate statement showing the name of the employee, the name and the individual employer's contractor's license number and/or address and the employee's social security number. There shall be no cash payment of any nature or kind whatsoever. Payment by cash or second or multiple checks or combination thereof and the payment of excessive premium rates, excessive travel time

23-31-1

R E C E I V E D
Department of Industrial Relations

AUG 11 2004

Div. of Labor Statistics & Research
Chief's Office

2003-2008

CARPENTERS' MASTER AGREEMENT

Between

**CONSTRUCTION EMPLOYERS' ASSOCIATION
OF CALIFORNIA**

and

**CARPENTERS' 46 NORTHERN CALIFORNIA
COUNTIES CONFERENCE BOARD**

of the

**UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA (AFL-CIO)**

All work in excess of eight (8) hours on Saturday and all work on Sundays and holidays shall be double time.

Payments or contributions to each of the Trust Funds provided for in this Agreement shall be based on hours worked or paid for, which include contributions for eight (8) hours per shift. No payment or contribution shall be computed at the rate of time and one-half or double the required rate of payments or contributions per hour, nor shall any such payments or contributions be considered part of the hourly wage rate for the purpose of computing overtime, either under this Agreement, the Fair Labor Standards Act, the Walsh-Healey Act or any other law.

On shift work (a) workers working a shift who come off work on Saturday morning at 8:00 A.M., are to be considered working Friday; (b) workers working a shift who come off work on Sunday morning at 8:00 A.M., are to be considered working Saturday; and (c) workers working a shift who come off work on Monday morning at 8:00 A.M., are to be considered working Sunday.

All regularly scheduled shift work performed on Saturday, Sunday and holidays, shall be in accordance with the overtime rates herein specified. All such work shall be performed under terms and conditions of this Section 23 as to hours worked and rate of pay.

SECTION 24

WORK WEEK

The regular work week shall consist of forty (40) hours of work Monday through Friday. In the event that work cannot be performed Monday through Friday because of inclement weather or major mechanical breakdown, employees may voluntarily make up such day on Saturday and shall be paid at the applicable straight time rates. As a courtesy, the individual employer shall advise the appropriate District office of the NCCRC whenever it intends to implement the Saturday make-up day. (The NCCRC district office phone numbers are as follows: Northern (916) 498-1002, Southern (408) 445-3000, and Central (510) 568-4788.)

On Residential projects as described in Appendix C, "Residential Addendum" the work week shall remain as contained therein.

SECTION 25

HOLIDAYS

The following are nationally recognized holidays covered by this Agreement: New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, and Christmas Day. If any of the above holidays fall on Sunday, the Monday following shall be observed as the holiday.

The parties have agreed that the following four (4) days of each year will be selected by the Union as designated off/holidays:

2003: Friday, February 14th; Friday, May 23rd; Friday, August 29th; Friday, December 26th.

2004: Friday, January 2nd; Friday, May 28th; Friday, September 3rd; Friday, December 24th.

2005: Friday, February 18th; Friday May 27th; Friday July 1st; Friday, September 2nd.

2006: Friday, February 17th; Friday May 26th; Monday, July 3rd; Friday, September 1st.

2007: Friday, May 25th; Friday, August, 31st; Monday, December 24th; Monday, December 31st.

2008: Friday, February 15th; Friday, May 23rd; Friday, August 29th; Friday, December 26th.

The four designated off/collectively bargained holidays shall be governed by Section 26 "Overtime."

SECTION 26 OVERTIME

- A. On all building construction, the first two (2) hours prior to the start of the regular or approved day or the first four (4) hours after the end of the approved or regular work day, not to exceed a total of four (4) hours in any one (1) work day shall be paid at time and one-half.

Time and one-half shall be paid for the first eight (8) hours worked on Saturdays.

Time and one-half shall be paid for the first eight (8) hours worked on the four designated off/collectively bargained holidays.

Double time shall be paid on all other holidays referenced in Section 25 (Holidays).

All other time shall be paid at double the straight-time rate.

- B. On all heavy, highway and engineering construction, including but not limited to the construction, improvement, modification, and demolition of all or any part of streets, highways, bridges, viaducts, railroads, tunnels, airports, water supply, irrigation, flood control and drainage systems, sewers and sanitation projects, dams, power houses, refineries, aqueducts, canals, river and harbor projects, wharves, docks, breakwaters, jetties, quarrying of breakwater or riprap stone, or operations incidental to such heavy